

Promotion-NCOES Link

By SGM Jeffrey L. Stoddard

Train first. Then promote. That NCOES-promotion linkage recommendation from the 1989 NCO leader development study is becoming a reality.

Currently, soldiers must complete PLDC before being promoted to sergeant, BNCOC before competing for sergeant first class and ANCOC before competing for master sergeant stripes. The Sergeants Major Course (SMC) is required to become a command sergeant major.

Pending proposals call for BNCOC becoming a prerequisite for promotion to staff sergeant, ANCOC becoming a requirement for sergeant first class and the SMC being a prerequisite for becoming a sergeant major.

To make this linkage work, three things must happen: Training seats must be available to support available promotions for each MOS, soldiers who should be promoted must be accurately identified in order to train them before promotion, and soldiers must be allowed to attend training.

Soldiers' promotions could be delayed if commanders prevent them from attending training for operational reasons or if the Total Army Personnel Command (PERSCOM) does not schedule them for training between assignments.

All soldiers would compete for promotion to the next higher grade, but their promotions would not be effective until after graduation from their prerequisite NCOES courses. If a soldier cannot be scheduled for class (e.g., he's on profile), misses a scheduled class, is an academic failure or is released from the course for any other reason, he won't be promoted.

Currently, the eligible population for BNCOC is much larger than the number of soldiers we are promoting. As leaders, we must send only the most eligible sergeants-promotable to BNCOC. Combat arms soldiers are placed on a local Order of Merit List to attend regional NCO academies. Local adjustments can be made to accommodate priorities in sending these soldiers to courses.

The BNCOC Automatic Reservation

System (BARS) schedules combat support (CS) and combat service support (CSS) soldiers by promotion points, provided other criteria are met. However, the BARS report is produced six months before scheduled classes and many changes can occur. Commanders and first sergeants must identify CS/CSS soldiers who require NCOES training and coordinate scheduled training with the installation and PERSCOM.

The professional development NCO in the assignment branch in PERSCOM is responsible for sending CS/CSS soldiers TDY to BNCOC courses between PCS moves. However, soldiers need to seek opportunities to attend NCOES courses.

ANCOC differs in that it is a DA-selected and scheduled course. The ANCOC manager within the soldier's assignment branch is responsible for scheduling. Currently, soldiers who are selected for ANCOC attend courses during the following fiscal year. (Those selected in October 1991 are slated to attend classes that begin in October 1992). Class attendance may be six to 18 months following the release of the ANCOC list. Sergeant first class promotions, on the other hand, usually begin two to four months after that promotion list release.

Under the current system, a soldier could be selected for both ANCOC and sergeant first class by the same board and be promoted to sergeant first class months before attending ANCOC. In bringing the ANCOC-sergeant first class linkage on line, there will be adjustments made to attendance schedules, to include: having promotable staff sergeants attend ANCOC before serving sergeants first class and alternates, and even delaying promotions when soldiers cannot attend training.

Linking sergeant major promotions to the SMC is relatively easy. Once selected for promotion, those soldiers not previously selected for the SMC will be scheduled for the next available class, regardless of PCS restrictions.

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